



**West Tennessee School for the Deaf 2014-15 Differentiated Pay Plan**

**I. Description of Differentiated Elements (Required Section)**

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<i>This will be based on hard to fill positions that are both deaf education and subject area licensed</i>	<i>This will be a onetime bonus awarded to new hires who are dually certified. Qualifying teachers will receive a \$2,000 bonus.</i>	<i>Approximately two teachers each year will be eligible for this compensation.</i>	<i>\$4,000 per year</i>	<i>Less than 1%</i>
Additional Instructional Roles or Responsibilities	<i>Leadership positions within the school will receive a base pay increase.</i>	<p><i>Principal will receive a \$10,000 base pay increase.</i></p> <p><i>Instructional Supervisor will receive a \$7,000 increase.</i></p>	<p><i>One administrator is eligible for this base pay increase.</i></p> <p><i>One administrator is eligible for this base pay increase.</i></p>	<p><i>\$10,000 per year</i></p> <p><i>\$7,000 per year</i></p>	<i>Less than 1%</i>
Education	<i>Based on attached schedule</i>				
Experience	<i>Based on attached schedule</i>				

## II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

**See attached 2014-2015 West Tennessee School for the Deaf salary schedule.**

2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

**Future state funding increases may be distributed through a combination of an across-the-board raise and differentiated pay.**